

MEETING**PENSION FUND COMMITTEE****DATE AND TIME****TUESDAY 13TH SEPTEMBER, 2016****AT 7.00 PM****VENUE****HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4AX****TO: MEMBERS OF PENSION FUND COMMITTEE (Quorum 3)**

Chairman: Councillor Mark Shooter (Chairman),
Vice Chairman: Councillor John Marshall MA (Hons) (Vice-Chairman)

Councillors

Rohit Grover	Andreas Ioannidis	Peter Zinkin
Arjun Mittra	Jim Tierney	

Substitute Members

Adam Langleben	Ross Houston	Dean Cohen
Anthony Finn	Pauline Coakley Webb	Stephen Sowerby

In line with the Constitution's Public Participation and Engagement Rules, requests to submit public questions or comments must be submitted by 10am on the third working day before the day of the committee meeting. Therefore, the deadline for this meeting is Thursday 8 September 2016 at 10am. Requests must be submitted to Salar Rida at (salar.rida@barnet.gov.uk 0208 359 7113).

You are requested to attend the above meeting for which an agenda is attached.

Andrew Charlwood – Head of Governance

Governance Services contact: Salar Rida

Media Relations contact: Sue Cocker 020 8359 7039

ASSURANCE GROUP

ORDER OF BUSINESS

Item No	Title of Report	Pages
1.	Minutes	1 - 4
2.	Absence of Members	
3.	Disclosable Pecuniary interests and Non Pecuniary interests	
4.	Public Question and Comments (if any)	
5.	Report of the Monitoring Officer (if any)	
6.	Members' Items (if any)	
7.	Pension Fund Annual Report and External Auditor's Report under International Standard on Auditing (ISA) 260 for the year 2015/16	5 - 64
8.	Update on Admitted Bodies Organisations	65 - 76
9.	Any item(s) that the Chairman decides is urgent	

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Decisions of the Pension Fund Committee

19 July 2016

Councillors:-

AGENDA ITEM 1

Cllr Mark Shooter (Chairman)

Cllr John Marshall (Vice-Chairman)

* Cllr Rohit Grover
* Cllr Andreas Ioannidis

* Cllr Jim Tierney
* Cllr Peter Zinkin

* Cllr Arjun Mittra

* denotes Member Present

1. MINUTES (Agenda Item 1):

The Chairman of the Pension Fund Committee, Councillor Mark Shooter welcomed Councillor Rohit Grover to the Committee following adoption of the new Committee Membership at Annual Council.

The Committee agreed to the following changes to the previous minutes:

- That on p.1 under item 3 (Disclosable Pecuniary Interests and Non Pecuniary Interests) the declaration for Councillor John Marshall include the wording '*and beneficiary of LGP Scheme*'
- That on p.2 under item 8 (Pension Fund External Audit Plan for the Year ended 31 March 2016) the first paragraph to read, *The Pensions Fund Committee received a presentation from the Pension Fund's external auditor BDO. Leigh Lloyd-Thomas, a Partner at BDO introduced the report.*
- That on p.3 under item 14 (Review of Pension Fund Investment Strategy) in the fourth bullet point to read *The Committee agreed the following:8% to be invested in illiquid asset strategies and therefore agreed 4% Partnership Group*

RESOLVED that subject to the above amendments, the minutes of the previous meeting of the Pension Fund Committee on 15 March 2016 be agreed as a correct record.

2. ABSENCE OF MEMBERS (Agenda Item 2):

None.

3. DISCLOSABLE PECUNIARY INTERESTS AND NON PECUNIARY INTERESTS (Agenda Item 3):

The following declarations were declared:

Member	Agenda Item	Interests Declared
Councillor Mark Shooter		Non Disclosable Pecuniary Interest by virtue of being beneficiary of LGP Scheme and having shareholdings in a number of companies that the fund had invested in.
Councillor		Non Disclosable Pecuniary Interest by virtue

Arjun Mittra	All Items	of being beneficiary of LGP Scheme and having shareholdings in a number of companies that the fund had invested in.
Councillor John Marshall		Non Disclosable Pecuniary Interest by virtue of being beneficiary of LGP Scheme and having shareholdings in a number of companies that the fund had invested in.
Councillor Peter Zinkin		Non Disclosable Pecuniary Interest by virtue of being beneficiary of LGP Scheme and having shareholdings in a number of companies that the fund had invested in.
Councillor Rohit Grover		Non Disclosable Pecuniary Interest by virtue of being beneficiary of LGP Scheme and having shareholdings in a number of companies that the fund had invested in.

4. PUBLIC QUESTION AND COMMENTS (IF ANY) (Agenda Item 4):

The Committee noted the answers to the Public Questions which were published. There were no supplementary queries raised.

5. REPORT OF THE MONITORING OFFICER (IF ANY) (Agenda Item 5):

None.

6. MEMBERS' ITEMS (IF ANY) (Agenda Item 6):

None.

7. BARNET COUNCIL PENSION FUND PERFORMANCE FOR QUARTER JANUARY TO MARCH 2016 (Agenda Item 7):

The Chairman introduced the report which sets out the Pension Fund performance for the January to March quarter 2016. The Chairman welcomed Andrew Elliott and Phil Spencer, Investment Consultants, Hymans Robertson LLP.

Mr Spencer introduced the report and noted the performance summary and the estimate progression of the Fund's funding position. The Committee noted that LGIM's global equity mandate has been set up to broadly hedge 50% of its overseas currency exposure. Mr Spencer stated that the scheme will have benefited from overseas currency exposure.

The Chairman welcomed the fund management companies' representatives and the Committee received representations from Newton Investment Management Limited, Legal & General Investment Management Limited and Schroders Investment Management Limited.

The representatives provided the Committee with the business update on their performance for the quarter January to March 2016 and their forecast for the coming period.

Councillor Zinkin expressed concerns over consistent underperformance in relation to the Schroder Life Diversified Growth Fund over a long period of time.

Councillor Zinkin highlighted a difference between the Absolute Newton Real Return Performance Indicator since inception, marked as 3.5 by the Independent Investment advisor and marked 5.1 by Newton Fund management representative. The Committee also noted a difference between the Absolute Schroder Life Diversified Growth Fund performance indicator and the indicator provided by the fund management representative.

ACTION: The Committee requested that the Independent Investment advisor reconcile performance figures with the fund management representatives in respect of data from Newton Investment Management and Schroder Investment Management and provide an update to the Committee.

The Chairman thanked the attendants for their presentations and thanked the Committee for the discussion. It was **RESOLVED:**

- 1. That having considered the performance of the Pension Fund for the quarter to 31 March 2016, the Committee instructs the Chief Operating Officer and Chief Finance Officer to address any issues that it considers necessary.**

8. UPDATE ON ADMITTED BODY ORGANISATIONS (Agenda Item 8):

The Chairman introduced the report and Iain Millar, Head of Treasury CSG presented the item to the Committee.

The Committee requested that information be provided to the Committee about shortfall in contribution payments made by Admitted Bodies, the risk and premiums. The Chairman requested that an update report be considered at the next meeting of the Pension Fund Committee to ensure Council risk is mitigated. **(ACTION)**

It was **RESOLVED** that:

- 1. The Pension Fund Committee notes the update to the issues in respect of admitted body organisations within the Pension Fund, as detailed in Appendix 1.**
- 2. That the Pension Fund Committee approves the 3 new Admitted Bodies to the Fund namely Hestia, Cambridge Education and ISS.**

9. LONDON COLLECTIVE INVESTMENT VEHICLE UPDATE AND RESPONSE TO LOCAL GOVERNMENT PENSION SCHEME REFORM CONSULTATION (Agenda Item 9):

The Chairman welcomed the report which provides an update on the progress made in setting up the London Local Government Pension Scheme Collective Investment Vehicle (London CIV).

The Committee received a presentation from Jill Davys, Assistant Director, Client Management, London CIV. Ms Davys informed the Committee about the background to the investment pooling agenda and noted the benefits of achieving efficiencies through collective investment.

Following a comment from the Committee, Ms Davys informed the Committee that downward pressure on fund management fees is likely to continue, however she noted that for effective management a certain level of resources will be needed.

The Pension Fund Committee's Independent Investment Advisor, Andrew Elliott made a comment in relation to the fund management costs and noted the importance of reducing costs. Mr Elliott also stated that part of delivering the objective is to have right resources in place to be able to deliver the objectives.

It was noted that the London CIV has received authorisation by the Financial Conduct Authority. Ms Davys briefed the Committee about the governance support and plans to open a mix of active and passive asset classes over the coming months.

The Committee received updates from fund management representatives Legal & General, Schroders and Newton Investment Management Limited. Following discussion, the Chairman thanked the Committee and the fund managers for their contributions.

It was **RESOLVED:**

1. **That the Pension Fund Committee noted the progress update on investing in the London CIV.**
2. **That the Committee noted the London Borough of Barnet (LBB) response to the Local Government Pension Scheme (LGPS) pooling review made in consultation with the Chair of the Pension Fund Committee at section 5.3.4.**

10. PENSION FUND ANNUAL REPORT AND EXTERNAL AUDITOR'S REPORT UNDER INTERNATIONAL STANDARD ON AUDITING (ISA) 260 FOR THE YEAR 2015/16 (Agenda Item 10):

The Chairman noted that the external auditor's report is not available for consideration by the Committee and that this item will be considered at a special additional meeting of the Pension Fund Committee subject to compliance with the Council's Constitution, Meeting Procedure Rules. The date for which will be agreed by the Committee in line with the Constitution.

11. FORWARD WORK PROGRAMME (Agenda Item 11):

The Chairman introduced the report which is a standing item on the agenda and which sets out the Committee's business items for 2016-2017. Mr Millar noted the Committee's request for an additional meeting to consider the Pension Fund Annual Report and External Auditor's Report under International Standard on Auditing (ISA) 260 for the year 2015/16.

The Committee requested to receive an update report on Pensions training requirements for Members at its meeting on 31st October 2016. (**ACTION**)


RESOLVED:

1. **That the Committee noted and commented as set out above on the items included in the Forward Work Programme Appendix A.**

12. ANY ITEM(S) THAT THE CHAIRMAN DECIDES IS URGENT (Agenda Item 12):

There were none.

The meeting finished at 21.00

	<p>Pension Fund Committee</p> <p>13 September 2016</p>
<p>Title</p>	<p>Pension Fund Annual Report and External Auditor’s Report under International Standard on Auditing (ISA) 260 for the year 2015/16</p>
<p>Report of</p>	<p>Interim Chief Executive</p>
<p>Wards</p>	<p>All</p>
<p>Status</p>	<p>Public</p>
<p>Urgent</p>	<p>No</p>
<p>Key</p>	<p>No</p>
<p>Enclosures</p>	<p>Appendix A – ISA 260 report (to follow) Appendix B – Pension Fund Annual Report 2015/16 and Pension Fund Accounts</p>
<p>Officer Contact Details</p>	<p>Iain Millar, Head of Treasury Services 0208 359 7126</p>

<p>Summary</p>
<p>In line with International Standard on Auditing 260 (ISA 260) the Pension Fund’s external auditors, BDO, should be provided with access to those charged with governance. BDO are the Pension Fund’s appointed external auditors for the 2015/16 financial year, replacing Grant Thornton.</p>

<p>Recommendations</p>
<p>1. That the Committee approve the Annual Report and Pension Fund Accounts 2015/16.</p>
<p>2. That the Committee consider and comment whether there are any areas on which they require additional information or action.</p>

1. WHY THIS REPORT IS NEEDED

- 1.1 Under Section 151 of the Local Government Act 1972- “every local authority shall make arrangements for the proper administration of their financial affairs”. Additionally in accordance with International Standard on Auditing (ISA) 260, the external auditor is required to issue detailed reports on matters arising from the audit of the council’s accounts and pension fund accounts. The final report of the auditors in respect of the pension fund accounts will be provided in advance of the meeting. There are also specific legal requirements in relation to the accounts and the annual report as set out in section 5.4 below.

2. REASONS FOR RECOMMENDATIONS

- 2.1 The Committee is requested to consider the report and recommendations to enable the Council to meet its obligations under Section 151 of the Local Government Act 1972 as set out in paragraph 1 above.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 Not applicable in the context of this report.

4. POST DECISION IMPLEMENTATION

- 4.1 The external auditor will report to the next Pension Fund Committee to provide a follow up on the previous period’s detailed audit findings.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 A positive external audit opinion on the Pension Fund’s Annual Report plays an essential and key role in providing assurance that the Pension Fund’s financial risks are managed in an environment of sound stewardship and control. This is in line with the aims set out in the Council’s Corporate Plan 2015-2020, to ensure that services are delivered efficiently to get value for money for the taxpayer.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 This report sets out the framework for the assessment of the Pension Fund’s financial reporting and management as well as value for money.
- 5.2.2 The external audit fees for 2015/16 are £21,000 and were also £21,000 in 2014/15.
- 5.2.3 In accordance with International Standard on Auditing (ISA) 260, the external auditor is required to issue detailed reports on matters arising from the audit of

the Council's accounts and Pension Fund accounts.

5.2.4 The ISA 260 report has to be considered by "those charged with governance" before the external auditor can sign the accounts, which legally has to be done by 30 September 2016.

5.2.5 The external auditor, BDO was presented with the draft financial statements in June 2016.

5.2.6 It is anticipated that there will be an unqualified opinion on the accounts

5.3 Social Value

5.3.1 Arrangements for proper administration of financial affairs and contributing to Pension Fund ensures that contributing members have a secured income on retirement.

5.4 Legal and Constitutional References

5.4.1 The Accounts and Audit Regulations 2015 require that the authority's accounts for the year 2015/16 are approved by the authority or by a committee and signed by the Chair at the committee meeting where the accounts are approved.

5.4.2 The requirement for an administering authority to prepare a Pension fund annual report is contained in Regulation 57 of the Local Government Pension Scheme Regulations 2013.

5.4.3 The Council's Constitution – Part 15, Responsibility for Council Functions outline the terms of reference which enables the Pension Fund Committee to consider and determine this report. The following functions are delegated to the Committee:

- To meet review and consider approval of the Pension Fund Statement of Accounts, income and expenditure and balance sheet or record of payments and receipts (as the case may be)
- To receive and consider approval of the Pension Fund Annual Report.

5.5 Risk Management

5.5.1 The external audit ISA 260 report highlights areas of good control and areas of weakness which need to be addressed. Failure to do so carries the risk of adverse financial and/or reputational consequences.

5.6 Equalities and Diversity

5.6.1 Pursuant to the Equalities Act 2010, the Council is under an obligation to have due regard to eliminating unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act; advancing

equality of opportunity between persons who share a relevant 'protected characteristic' and those who do not share it; and fostering good relations between persons who share a relevant 'protected characteristic' and persons who do not share it. The 'protected characteristics' are: age, disability, gender reassignment, pregnancy, and maternity, race, religion or belief, sex and sexual orientation. Ensuring the long term financial health of the Pension Fund will benefit everyone who contributes to it. Access to and participation in the Pension Fund is open to those with and those without protected characteristics, alike, provided that the criteria set out within the relevant Regulations are met

5.7 Consultation and Engagement

5.7.1 Not required.

5.8 Insight

5.8.1 Not applicable in the context of this report.

6. BACKGROUND PAPERS

6.1 None

DRAFT UNAUDITED

**The London Borough of Barnet
Pension Fund**

Annual Report

For the year ended 31 March 2016

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1. Trustee's Report

1.1 Local Government Pension Scheme Regulations

In the public sector, the individual legal provisions covering many pension schemes were brought together under one Act of Parliament (The Superannuation Act 1972). The regulations appoint major authorities, such as the London Borough of Barnet, to the role of "administering authorities" to manage the scheme at a local level.

A major redrafting exercise took place in 1997, which effectively produced two separate sets of regulations, one dealing with the administration aspects and the other with the investment issues covering pension funds. The regulations that govern how the scheme is now run are covered by The Local Government Pension Scheme Regulations 1997.

The regulations governing the Fund are The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009.

The Local Government Pension Scheme (LGPS) is a statutory pension scheme. As such, it is secure because its benefits are set by law and paid out of a fund which is managed professionally. Under the LGPS we have to run a pension fund for employees of the local authority and other eligible organisations. However, as the benefits are guaranteed by law, and the employees' contribution is fixed, the employers' contribution rate is determined by the funding level of the pension fund. If the Fund has a deficit then the employer is required to make larger contributions and this can have an adverse effect on the overall employer's budget.

Employees and employers pay into the Fund to meet the cost of paying pensions at a later date. The Fund builds up assets at the same time as paying out pensions. Based on the assumptions of the actuary, there should be enough assets in the Fund to pay, on the day the employee retires, all potential future costs.

The LGPS was introduced in 1972 and remained unchanged until 2008 when changes were made to the scheme. More significant changes were introduced in a new look LGPS effective from 1 April 2014. One of the main changes is that a scheme member's pension is no longer based on their final salary but on their earnings throughout their career. This is known as a Career Average Revalued Earnings (CARE) scheme. Benefits built up in the scheme before 1 April 2014 are protected and will continue to be based on the scheme member's final year's pay. The revised benefits payable from the Fund are set out in the Local Government Pension Scheme regulations and in summary are:

- A pension based on career average earnings (revalued in line with the Consumer Prices Index)
- Pensionable pay to include non-contractual overtime and additional hours
- Flexibility for a member to pay 50% contributions for 50% of the pension benefit
- Normal pension age to equal the individual member's State Pension Age
- Option to trade £1 of pension for a £12 tax-free lump sum at retirement
- Death in service lump sum of three times pensionable pay and survivor benefits
- Early payment of pensions in the event of ill health

To help people save more for their retirement, the Government requires employers to enrol their workers into a workplace pension scheme. This legislation is separate from the Local Government Pension Scheme (LGPS) Regulations and applies to those employees that are not members of the Local Government Pension Scheme, including those who have previously opted out. The automatic enrolment of our workers into the LGPS came into effect from 1 June 2013.

In May 2014 the Government launched a second consultation on further proposed changes to the LGPS which included proposals for cost savings and efficiencies through the establishment of Collective Investment Schemes. The Pension Fund is a participant in the establishment of the London Councils' Pensions Collective Investment Vehicle.

The new Local Pension Board enacted through the Public Services Pensions Act 2013 has been established as a Council committee.

The Pension Fund is a shareholder in the London Local Government Pension Scheme Collective Investment Vehicle (CIV). The Pension Fund Committee approved the investment of £150,000 as regulatory capital in 2015/16. The Fund will be transferring pooled assets into the CIV in 2016/17. This will deliver additional savings in fees. It is also consistent with the Government's LGPS pooling proposals which require local government pension scheme administering authorities to come forward with proposals to invest their assets through pools of at least £25 billion.

1.2 Administration of the London Borough of Barnet Pension Fund

The Council is the administering authority for the Pension Fund. Capita provide pension financial management and pensions administration on behalf of the Council.

The Pension Fund Committee is responsible for discharging the Council's leadership and strategic management responsibilities regarding the Pension Fund. The Pension Fund Committee is responsible for:

- Setting the investment policy for the Fund
- Appointing investment managers, advisors and custodians
- Reviewing the performance of the investment managers and the investments held in the Fund, and
- Approving the statement of investment principles, funding strategy statement, governance compliance statement, communication policy statement and the pension administration statement. These documents are reviewed at least triennially or more frequently if required.

1.3 Management Structure

Administrating Authority

London Borough of Barnet

Pension Fund Committee Members 2015/16

Chairman: Councillor Mark Shooter

Vice-Chairman Councillor John Marshall

Members: Councillor Andreas Ioannidis
Councillor Arjun Mittra
Hugh Rayner
Councillor Jim Tierney
Councillor Peter Zinkin

Substitutes: Councillors Dean Cohen; Anthony Finn; Ross Houston;
Adam Langleben; Pauline Coakley Webb; Stephen Sowerby

Officers

LB Barnet

John Hooton	Interim Chief Executive and Statutory 151 Officer.
Anisa Darr	Director of Resources
Patricia Phillipson	Interim Head of Finance

Capita CSG (Customer and Support Group)

Paul Thorogood	Assistant Director of Finance
Gillian Clelland	Assistant Director of Finance
Iain Millar	Head of Treasury

Observers

John Burgess	Unison
David Woodcock	Middlesex University

Actuary

Barnett Waddingham

Investment Advisors

Hymans Robertson from June 2015
JLT Benefit Solutions (formally HSBC Actuaries and Consultants) until May 2015

Auditor

BDO LLP

Performance Monitoring

Hymans Robertson
WM Company

Custodians

JP Morgan
The Bank of New York Mellon

Pensions Administration Manager

Karen Scott	Service Delivery Manager (Pensions), Capita Employee Benefits, PO Box 215, Mowden Hall, Darlington, DL3 9GT
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2. Investment Policy

The Council, through the Pension Fund Committee, is responsible for the investment of the Fund's assets and agreeing the investment policy within the regulations covering local authority pension schemes. The responsibility for the day to day management of the Fund's assets is delegated to investment managers who are regulated by the Financial Services Authority.

The investment managers manage the assets of the fund by buying and selling investments in order to achieve their specific objectives agreed with the Pension Fund Committee. In choosing investments, the investment managers must have regard to the overall suitability of investments to the fund according to principles laid out in the terms and conditions of their contract. This section provides a summary of the current arrangements for investment of the London Borough of Barnet's Pension Fund.

The Fund

In 2015/16 the Pension Fund Committee reviewed the investment strategy which had been in place since 2010 and agreed a reallocation of investment assets. The Committee set an investment strategy to reduce the weightings in diversified growth funds and corporate bonds to improve long term investment returns. During the year £280 million was transferred from diversified growth funds and invested in passive overseas equity with Legal and General Investment Management. £90 million was moved from Newton Investment Management Corporate Bonds to a Strategic Bond Fund managed by Schroders Investment Management. The Committee also agreed an allocation to both illiquid and liquid credit strategies. Following a procurement process, three new fund managers were appointed in March 2016: Alcentra, Babson Capital and Partners Group. The reallocation of funds took place in the first quarter of 2016/17.

Benchmark

The prime performance objective of the Fund is to achieve the return required to fund the Scheme's liabilities over the medium to long term, as assumed in the ongoing actuarial valuation. The performance targets for each investment manager are detailed below. Overall, the returns achieved by the assets are expected to exceed the return required to fund the Fund's liabilities over the medium to long term, as assumed in the ongoing actuarial valuation.

Performance against this benchmark is measured, from an investment perspective, on a quarterly basis by the Investment Advisor to the Fund.

The Fund also subscribes to an independent investment performance measurement service in order to assess the rate of return achieved by the fund managers and their relative performance against other local authority pension funds which operate under the same regulations. This service is provided by WM Company Limited.

Manager	Fund	Monitoring Benchmark	Target
Newton Investment Management Limited (Newton)	Real Return	1 month LIBOR plus 4% p.a.	To achieve a significant real rate of return in sterling terms predominantly from a portfolio of UK and international securities and to outperform the benchmark over a rolling 5 years

Manager	Fund	Monitoring Benchmark	Target
Newton	Corporate Bond	Merrill Lynch Non-Gilt Over 10 years Investment Grade Index	To outperform the benchmark by 1% p.a. over a rolling 5 years
Schroder Investment Management Limited (Schroder)	Diversified Growth	Retail Price Index plus 5% p.a.	To outperform the benchmark over a market cycle (typically 5 years)
Schroder	All Maturities Corporate Bond	Merrill Lynch Sterling Non-Gilts All Stocks Index	To outperform the benchmark by 0.75% p.a. (gross of fees) over a rolling 3 years
Legal and General Investment Management	Global ex UK	50% FTSE All World Index 50% FTSE RAFI All World Equity GBP Hedged Index	Track within +/- 0.5% p.a. the index for 2 years in every 3
Legal and General	Active Corporate Bond – All Stocks	iBoxx Sterling Non-Gilts All Stocks Index	Outperform by 0.75% p.a. (before fees) over a rolling 3 years

Investment Ranges

There are statutory restrictions and parameters for investments as per the Local Government Pensions (Management and Investment of Funds) Regulations 2009 and subsequent amendments. The restrictions are detailed in part 11 (Schedule 1) of the LGPS (Management and Investment of Funds) Regulations 2009. Regulation 14(2) imposes limits on the proportion of fund money which may be invested in a particular type of investment. Regulation 14(3) states that limits may be increased up to the percentages specified in Column 2 of the table in Schedule 1 of the Regulations, provided the requirements under regulation 15 have been satisfied.

The Pension Fund, having satisfied the requirement of regulation 15, has increased the limits to the maximum allowed under Regulation 14(3) for investments listed at 9, 10, 11, and 12. The investment limits adopted by the London Borough of Barnet Pension Fund are detailed below.

Investment	Limits Adopted
1. Any single sub-underwriting contract	1%
2. All contributions to any single partnership	2%
3. All contributions to partnerships	5%
4. The sum of all loans and any deposits with –	10%

Investment	Limits Adopted
<ul style="list-style-type: none"> • Any local authority, or • Any body with power to issue a precept or requisition to a local authority, or to the expenses of which a local authority can be required to contribute, which is an exempt person (within the meaning of the 2000 Act) in respect of accepting deposits as a result of an order made under section 38(1) of that Act 	
5. All investments in unlisted securities of companies	10%
6. Any single holding (but not if the investment is made by an investment manager, or the single holding is in unit or other shares of the investments subject to the trusts of any one unit trust scheme)	10%
7. All deposits with any single bank, institution or person (other than the National Savings Bank)	10%
8. All sub-underwriting contracts	15%
9. All investments in units or shares of the investments subject to the trusts of unit trust scheme managed by any one body (with certain exclusions described in paragraph 3 of Schedule 1 of the Regulations)	35%
10. All investment in open-ended investment companies where the collective investment schemes constituted by the companies are managed by one body.	35%
11. All investments in unit or other shares of investments subject to the trusts of unit trust schemes and all investments in open-ended investment companies where the unit trust schemes constituted by those companies are managed by any one body (with certain exclusions described in paragraph 3 of Schedule 1 of the Regulations)	35%
12. Any single insurance contract	35%
13. All securities transferred (or agreed to be transferred) by the authority under stock lending arrangements.	25%

Independent Advisor

The Interim Chief Executive and Council Officers received investment advice from the independent advisor to the fund. The role of the advisor is to attend the quarterly and annual meetings of the Committee and to provide advice on the following:

1. Investment Strategy
2. Strategic asset allocation
3. Development of investment policy and practices
4. Corporate governance issues, including socially responsible investment and the Council's Statement of Investment Principles
5. Pension fund related legislation
6. Investment management performance monitoring
7. Assistance in the selection of investment managers, custodians and actuaries
8. Review of and advice on alternative benchmarks and setting of performance targets
9. Other ad-hoc advice.

Actuary

The actuary to the Fund for the period was Barnett Waddingham; the actuary's role is to place a value on the Fund's accumulated pension promises. A formal valuation of the Fund is required legally every three years; the last valuation of the Fund took place as at 31 March 2013.

The results of the 2013 actuarial valuation showed that the Fund had a funding level of 79%, i.e. the assets were 79% of the value that they would have needed to be to pay for the benefits accrued to that date, based on the assumptions used. A total common contribution rate of 24.0% of pensionable salaries is required to cover the cost of new benefits building up for current members of the Fund, and to also pay off the deficit over a period of 15 years.

Custodian

Custodians are usually banks or other regulated institutions which offer not only custody of documents (safeguarding and administering of investments) but also a range of services such as income collection, tax recovery, cash management, securities settlement, foreign exchange and stock lending. JP Morgan acts as the custodian for the assets managed by Schroders Investment Managers and the Bank of New York Mellon (BNYM) act as custodian for assets managed by Newton Investment Managers.

Voting

The fund managers are instructed to proxy vote on behalf of the fund in accordance with the Fund's corporate governance and proxy voting policy.

3 Management and Financial Performance of the Fund for the Year 2015/16

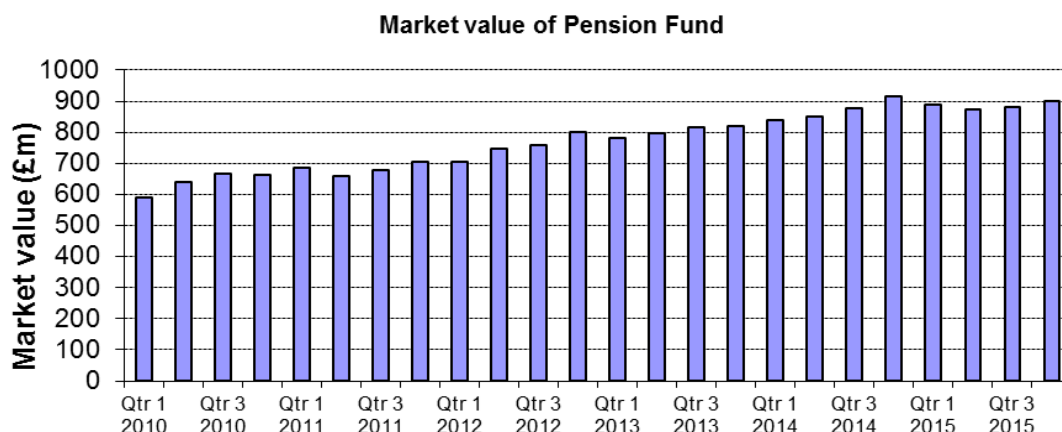
3.1 Fund Performance

The current investment strategy was reviewed and amended during 2015/16. The revised asset allocation was the result of the ongoing consultation the Fund has with its investment advisors. After a review of the available diversified growth market the Fund retained the services of its two investment managers, Schroder Investment Management and Newton Investment Management, for the efficient implementation of the revised asset allocation. It also retained pooled funds with Legal and General.

The total scheme return is measured against the liability benchmark return. The Growth portfolio return is the combined Newton and Schroder Diversified Growth Fund (DGF) portfolios and is measured against a notional 60/40 global equity benchmark and the underlying benchmarks of each for comparison purposes. The bond portfolio is the combined Newton and Schroder corporate bond portfolios and is benchmarked against the Over 15 Year Gilts Index and Index Linked (Over 5 Years) Index.

3.2 Market Value of the Fund

The following chart shows the movement in the market value of the Fund from 1 April 2010 to 31 March 2016.



3.3 Investment Report

Market review

Global equity markets struggled over the 12 months to 31 March 2016 – the FTSE All World index fell by almost 7% in local currency terms. For unhedged UK investors, however, dividend income and the weakness of sterling offset almost all of these losses.

Global GDP growth in 2015 was a little lower than in 2014, falling short of forecasts at the start of the period. A similar pace is expected in 2016, but forecasts are again being trimmed.

Falling oil prices helped to keep headline inflation low, both in the UK and elsewhere. As the year progressed, there were signs that any disinflationary pressures were easing, but monetary policy remained very accommodative.

The Federal Reserve did raise US interest rates in December, but seem in no hurry to do it again. The Bank of England has made little effort to counter market conviction that UK interest rates will not be rising in 2016. Both the Bank of Japan and the European Central Bank expanded existing quantitative easing programmes and cut official deposit rates below zero and further below zero, respectively.

Subdued growth and inflation provided a helpful background for the major government bond markets. 10 year gilt yields did rise initially, but had retreated to their lows of January 2015 by the first quarter of 2016. The background was less supportive of corporate bond markets, which underperformed equivalent government bonds over the period.

UK property continued to rally with the IPD Monthly Index returning 11.7% over the period. Key events during the 12 months to 31 March 2016 included:

Global economy

- December's rise in US interest rates was the first for nearly 10 years.
- The Bank of England expects headline CPI inflation to stay below 1% p.a. throughout this year.
- Sterling's trade-weighted index fell to its lowest level since 2013 as the EU referendum approached.

- Brent crude fell to a 12-year low of \$28 per barrel in January 2016.
- A slowdown in the Chinese economy continued as GDP growth fell below 7% for the first time since 2009.

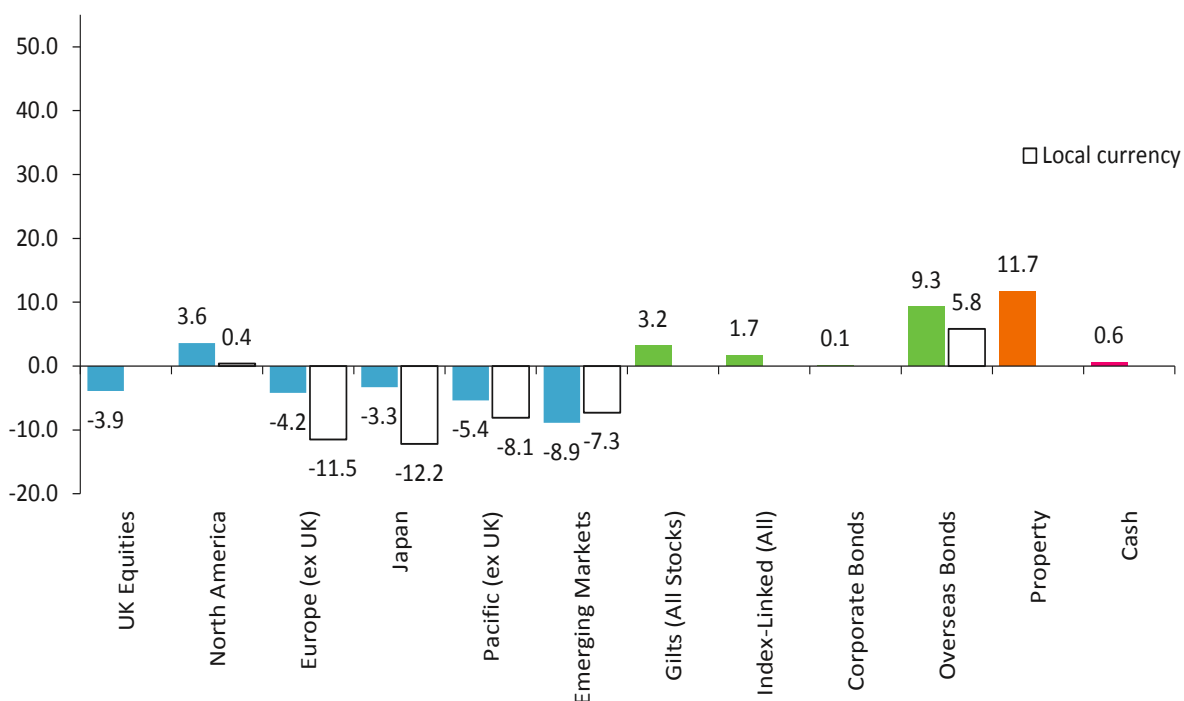
Equities

- The strongest sectors relative to the FTSE All World Index were Utilities (+9.6%) and Technology (+7.5%); the weakest were Basic Materials (-10.4%) and Oil & Gas (-9.9%).
- Monetary easing did little to support Japanese and European equities, returning 12.2% and -11.7%, respectively, to local investors.

Bonds and currencies

- Sterling appreciated against the euro but depreciated against the dollar and the yen.
- Yield spreads over gilts on sterling investment-grade corporate bonds reached their highest level for over three years in February 2016.

Chart: Market returns 12 months to 31 March 2016



Fund review

Summary

As at 31 March 2016, the value of the Fund's assets was £906.3m (bid value) comprising investment funds of £900.3 million and cash held of £6.0 million. This represents a decrease of £13.6m compared with the previous year.

In June 2015, Hymans Robertson LLP was appointed as the Fund's new investment adviser, replacing JLT. Following an in-depth review of the Fund's existing investment strategy during the third quarter of 2015, it was determined that the Fund's investment strategy had a low chance of delivering the return required to reach full funding over the next 15 years. As a result, the Council agreed to amend the Fund's investment strategy in order to increase the Fund's expected return and overall efficiency by diversifying the sources of risk and return within the Fund.

In summary, the following actions were implemented via a phased approach over Q4 2015 and Q1 2016:

- **Increase the Fund's global equity target allocation by 30%, funded by a 15% reduction to each of the Fund's diversified growth managers.** The Council agreed that the entire global equity portfolio would be managed passively by Legal and General, with half being allocated to Legal and General's RAFI AW 3000 Equity Index fund (GBP Hedged). The purpose of this was to introduce a value tilt through the use of a fundamental indexation equity strategy where the method of index construction was non-market cap weighted. In addition, the Council agreed to begin hedging 50% of its overseas equity exposure by allocating to the GBP hedged version of Legal and General's RAFI equity fund.
- **Introduce a new 10% allocation to a liquid multi-credit fund, funded by a 10% reduction to Newton's corporate bond fund.** The Council agreed to utilise one of the Fund's incumbent managers, Schroder, by allocating to Schroder's ISF strategic bond fund.

As part of reviewing the Fund's investment strategy and exploring alternative asset classes that could potentially deliver 'equity-like' returns, the Council has subsequently agreed to implement further changes over the remainder of 2016. This is to include the following actions:

- **Allocate a further 7% to liquid multi-credit strategies, funded by a full redemption of the Fund's corporate bond mandates managed by Newton and Legal and General.** Since the end of March 2016, the Council has agreed to appoint Babson Capital and Alcentra to each manage a 3.5% allocation. These mandates are expected to be implemented midway through 2016.
- **Introduce a c. 13% allocation to illiquid alternatives based on expectations that the Fund will remain cashflow positive for the next five to ten years.** Following advice from the Fund's investment adviser regarding current opportunities within both liquid and illiquid credit, the Council has also agreed to appoint Alcentra and Partners Group to each manage a 4% allocation of total Fund assets to illiquid credit strategies. Each of these investment managers are specialists within this asset class and were appointed following presentations from a selection of different managers. Both allocations will be funded over time with monies made available by a further reduction to the Fund's diversified growth allocation. The Council are set to explore further forms of illiquid alternatives towards the end of 2016 in order to complete the transition to the Fund's new long term investment strategy.

The table below details the Fund's new long term investment strategy once all of the above changes have been completed.

	Allocation at 31 March 2016 %	Long term strategic target %
Equities	37.7	36.0
<i>Legal and General (Global)</i>	18.9	18.0
<i>Legal and General (RAFI)</i>	18.8	18.0
Diversified growth	28.8	22.0
<i>Schroder</i>	14.4	11.0
<i>Newton</i>	14.4	11.0
Multi-credit (liquid)	9.9	17.0
<i>Schroder</i>	9.9	10.0
<i>Babson Capital</i>	-	3.5
<i>Alcentra</i>	-	3.5
Corporate bonds	22.9	12.0
<i>Schroder</i>	14.6	12.0
<i>Newton</i>	6.1	-
<i>Legal and General</i>	2.2	-
Illiquid alternatives	0.0	13.0
<i>Alcentra</i>	-	4.0
<i>Partners Group</i>	-	4.0
<i>Manager C (TBC)</i>	-	5.0
Cash	0.7	0.0

Fund asset valuation

The table below details the Fund's asset split across its investment managers, compared against the Fund's position at the same time last year.

Manager	Asset class	31 March 2016		31 March 2016	
		£m	Actual %	£m	Actual %
Legal and General	Global equity	342.0	37.7	52.0	5.6
Newton	Diversified growth	130.4	14.4	276.1	30.0
Schroder	Diversified growth	130.8	14.4	284.4	30.9
Schroder	Multi-credit	89.5	9.9	-	-
Schroder	Corporate bonds	132.8	14.6	132.1	14.4
Newton	Corporate bonds	54.9	6.1	147.3	16.0
Legal and General	Corporate bonds	19.9	2.2	19.8	2.2
Fund bank account	Cash	6.0	0.7	8.2	0.9
Total		906.3	100.0	919.9	100.0

Note: Bid values shown where applicable.

Fund performance

Over the 12 months to 31 March 2016, the Fund returned -0.8% (gross of fees) versus a combined benchmark return of 3.9%.

The table below details the Fund's performance for the 12 months, 3 years and 5 years ending 31 March 2016.

	1 year (%)	3 years (% p.a.)	5 years (% p.a.)
Total Fund	-0.8%	4.6%	5.5%
Combined benchmark	3.9%	6.0%	6.9%
Relative	-4.5%	-1.3%	-1.4%

Note: Total Fund performance excludes cash holding.

It is important to note that the Scheme's diversified growth and multi-credit mandates are all benchmarked against 'cash plus' performance objectives. These types of performance objectives, e.g. LIBOR + 4% p.a. are broadly in line with a long-term expected return from equities and so are less helpful for measuring short and medium-term performance and in particular the relative performance of the Fund over a 12 month period.

This being said, the relative underperformance of the Fund over the year to 31 March 2016 has also been due to the negative absolute performance of Schroder's Diversified Growth Fund and marginal underperformance from each of the Fund's active corporate bond mandates.

3.4 Scheme Administration

Administration of the Pension Scheme is provided by Capita Employee Benefits. The performance table below shows the range of work undertaken.

Performance Indicator <i>(from point at which all required information has been received)</i>	Local Government Pension Committee Target	Authority Target	Achieved (%)
Letter detailing transfer <i>in</i> quote	10 days	10 days	100.0%
Letter detailing transfer <i>out</i> quote	10 days	10 days	75.0%
Process and pay refund	5 days	5 days	91.7%
Letter notifying estimate of retirement benefits	10 days	10 days	98.2%
Letter notifying actual retirement benefits	5 days	5 days	77.0%
Process and pay lump sum retirement grant	5 days	5 days	100.0%
Initial letter acknowledging death of active/deferred/pensioner member	5 days	5 days	92.3%
Letter notifying amount of dependant's benefits	5 days	5 days	92.3%
Calculate and notify deferred benefits	10 days	10 days	91.2%

Barnet Pension Fund Membership Movement Analysis 2015/16

Employees

Number of employees at start of year		7,439	
Employees joining during the year		<u>2,390</u>	
			9,829
Members leaving during the year:			
Normal retirements	217		
Ill-health retirements	8		
Deaths in service	9		
Refunds of contributions	43		
Deferred pensions	543		
Transferred out	3		
Undecided leavers	253	<u>1,076</u>	
Number of employees at end of year			<u>8,753</u>

Pensioners

Number of Pensioners at start of year		7,488	
New pensioners during the year:			
Normal retirements	234		
Enhanced teachers not included in previous data	-		
Ill-health retirements	8		
Dependants' pensions	65		
Deferred pensions becoming payable	173	<u>480</u>	
			7,968
Deaths/dependants ceasing to be eligible			<u>363</u>
Number of pensioners at end of year			<u>7,605</u>

Deferred Pensioners

Number of deferred pensioners at start of year		8,736	
New deferred pensioners during the year:		544	
Backdated deferred pensioners during the year:		<u>106</u>	
			9,386
Deferred pensioners leaving the fund during the year			
Normal retirements	173		
Ill-health retirements	-		
Transferred	82		
Back to active status	-		
Deaths	15	<u>270</u>	
Number of deferred pensioners at end of year			<u>9,116</u>
Total Membership at 31 March 2016			<u>25,474</u>

4. Governance Compliance Statement

The Governance compliance statement for the Barnet Pension Fund is set out below.

Principle	Compliance Status	Comment
Governance structure	Compliant	The decision making structure is clearly defined
Representation	Partial Compliance	Main employers and scheme members represented on the committee. However, no individual representation for admitted bodies.
Selection/ role of lay members	Partial Compliant	Lay member observer role.
Voting	Partial Compliance	Voting rights have not been extended to employer and member representatives.
Training/Facility time/ Expenses	Compliant	There is a clear policy on training. The Fund pays all approved training courses for all members. The training plan reflects the needs of the committee agenda.
Meetings	Compliant	Formal meetings are held quarterly and lay members are included in the formal arrangements.
Access	Compliant	All members have equal access to meeting papers and advice.
Scope	Compliant	The Pension Investment Panel's terms of reference are investment related
Publicity	Compliant	All statutory documents are made available to members.

5. Funding Strategy Statement

The funding strategy statement for the Barnet fund can be found on the Barnet website at https://www.barnet.gov.uk/dam/jcr:a56fe20a-6215-40ba-8800-b6d82674d280/funding_strategy_statement.pdf

6. Statement of Investment Principles

The authority is required by law to prepare and publish a Statement of Investment Principles (SIP). This Statement, updated in July 2014, sets out the Fund's policy on a range of matters relating to the investment and management of the Pension Fund. The Statement is published on the Council's website at:

<http://barnet.moderngov.co.uk/documents/s16640/Appendix%20A%20Statement%20of%20Investment%20Principles%20July%202014.pdf>

7. Communication Policy Statement

An effective communications strategy is vital for the pension administration service (provided on behalf of the Council by Capita Employee Benefits) in its aim to provide a high quality and consistent service to its customers.

This document sets out a policy framework within which the pension administration service will communicate with:-

- Fund members and their representatives
- Prospective Fund members and their representatives
- Fund employers

Set out in this statement are the mechanisms which are used to meet those communication needs.

It identifies the format, frequency and method of distributing of distributing information and publicity.

The pension administration service aims to use the most appropriate communication medium for the audiences receiving the information. This may involve using more than one method of communication.

- **Capita Employee Benefits:** for day-to-day contact between the hours of 9am and 5pm.
- **Correspondence:** the Fund utilises both surface mail and e-mail to receive and send correspondence.
- **Website:** A members' website is available and other information is available on the national websites at <http://www.lgps.org.uk/lge/core/page.do?pagelId=97977>
- **Member Self-Service** as above
- **Annual Benefits:** An annual benefits statement is sent direct to the home addresses of deferred members where a current address is known and is available online for active members.
- **Pensions Roadshows:** The pension administration service also stages ad hoc roadshows for Fund members particularly where there are changes to the Fund organisational changes which have pension implications.
- **Existence Validation – Pensioners Living Abroad:** Capita Employee Benefits undertakes an annual exercise conducted through correspondence in order to establish the continued existence of pensioners living abroad.
- **All Employer Meetings:** Periodic meetings are arranged for employers. Specifically this has been used as a mechanism for communicating major strategic issues, significant changes in legislation and triennial valuation matters.

Comments

We welcome and value your comments on the standards of service we provide. If you have any comments please contact us.

barnetpensions@capita.co.uk

Address: London Borough of Barnet Pension Fund, PO Box 319, Darlington, DL98 1AJ

Telephone: 01325 746010/11/12/13/14

On behalf of the Pension Fund Committee

Councillor Mark Shooter
Chairman of the Pension Fund Committee
London Borough of Barnet Pension Fund

London Borough of Barnet Pension Fund

Actuary's Statement as at 31 March 2016

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Assets.....	20
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Introduction

The last full triennial valuation of the London Borough of Barnet Pension Fund was carried out as at 31 March 2013 in accordance with the Funding Strategy Statement of the Fund. The results were published in the triennial valuation report dated March 2014.

2013 valuation results

The results for the Fund at 31 March 2013 were as follows:

- The Fund had a funding level of 79% i.e. the assets were 79% of the value that they would have needed to be to pay for the benefits accrued to that date, based on the assumptions used. This corresponded to a deficit of £211m.
- To cover the cost of new benefits, building up for current members of the Fund, and to also pay off the deficit over a period of 15 years, a total contribution rate of 24.0% of pensionable salaries is required.
- The contribution rate for each employer was set based on the annual cost of new benefits plus any adjustment required to pay for their individual deficit reflecting the employer's experience within the Fund.

Contribution rates

The contributions rates, in addition to those paid by the members of the Fund, are set to be sufficient to meet:

- The annual accrual of benefits allowing for future pay increases and increases to pensions in payment when these fall due;
- plus an amount to reflect each participating employer's notional share of the Fund's assets compared with 100% of their liabilities in the Fund, in respect of service to the valuation date.

Assumptions

The assumptions used to value the benefits at 31 March 2013 are summarised below:

Assumption	31 March 2013
Discount rate	6.0% p.a.
Pension increases	2.7% p.a.
Salary increases	2.7% p.a. until 31 March 2015 and 4.5% p.a. thereafter
Mortality	110% of the S1PA tables with projected improvements in line with the 2012 CMI model allowing for a long term rate of improvement of 1.5% p.a.
Retirement	Each member retires at a single age, weighted based on when each part of their pension is payable unreduced
Commutation	Members will convert 50% of the maximum possible amount of pension into cash

Assets

The assumptions used to value the liabilities are smoothed based on market conditions around the valuation date, therefore the smoothed asset values are also measured in a consistent manner although the difference between the smoothed and market values at either date is not expected to be significant.

At 31 March 2013, the smoothed value of the assets used was £789m and this has increased over the period to an estimated £887m.

Updated position since the 2013 valuation

Since March 2013, investment returns have been less than assumed at the 2013 triennial valuation. The increase in liabilities due to the accrual of new benefits is likely to be offset by the increase in the real discount rate when measured on assumptions consistent with the 2013 valuation.

Using a funding model consistent to that adopted at the 2013 valuation, we anticipate that the financial position of the Fund would be similar to the position at the 2013 valuation.

The next actuarial valuation is due as at 31 March 2016 and the resulting contribution rates required by the employers will take effect from 1 April 2017.

Alison Hamilton FFA

Partner, Barnett Waddingham LLP

Independent auditor's statement to the members of London Borough of Barnet on the pension fund financial statements included in the pension fund annual report



DRAFT UNAUDITED

Pension Fund

Statement of Accounts

for the year ended

31 March 2016

Pension Fund Statement of Responsibilities

The Authority's Responsibilities

The Authority is required to:

- Make arrangements for the proper administration of financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In the London Borough of Barnet, that officer is the Chief Finance Officer;
- Manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
- approve the Pension Fund Statement of Accounts.

The Chief Finance Officer's Responsibilities

The Chief Finance Officer is responsible for the preparation of Barnet Council's Pension Fund Statement of Accounts in accordance with proper practices as set out in the Chartered Institute of Public Finance and Accountancy 2015/16 Code of Practice on Local Authority Accounting in the United Kingdom (the Code).

In preparing this Statement of Accounts, the Chief Finance Officer has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent;
- Complied with the Code of Practice on Local Authority Accounting;
- Kept proper accounting records which were up to date; and
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

Certification of Accounts

I certify that the Pension Fund Statement of Accounts gives a true and fair view of the financial position of the London Borough of Barnet Council Pension Fund at 31 March 2016 and its income and expenditure for the year then ended.

John Hooton, Interim Chief Executive(Section 151 Officer)

Approval of Accounts

In accordance with the Accounts and Audit (England) Regulations 2015, I certify that the Statement of Accounts was approved by the Pension Fund Committee.

Councillor Mark Shooter, Chair of Pension Fund Committee

Pension Fund Account

	Note	2015/16		2014/15 Restated	
		£000	£000	£000	£000
Contributions and Benefits					
Contributions receivable	4	(52,300)		(53,935)	
Transfer in	5	(1,907)		(1,391)	
Other income		(31)		(12)	
			(54,238)		(55,338)
Benefits payable account	6	49,411		46,385	
Payments to and on behalf of leavers	7	6,656		2,593	
Administrative expenses	8	1,349		1,889	
			57,416		50,867
Net additions / (reductions) from dealings with members			3,178		(4,471)
Return on investments					
Investment income	9	(12)		(29)	
Profits losses and disposals and change in market value of investments	10	5,725		(92,163)	
Investment management expenses	12	3,746		2,625	
Net returns on investments			9,459		(89,567)
Net decrease/(increase) in the Fund during the year			12,637		(94,038)

Net Assets of the Scheme

Net assets at 1 April	928,970	834,932
Net Assets at 31 March	916,333	<u>928,970</u>

Net Assets Statement

		31 March 2016	31 March 2015 Restated
		£000	£000
Investment assets	10	900,420	911,724
Current assets	13	18,437	22,085
Current liabilities	14	(2,524)	(4,839)
		916,333	<u>928,970</u>

Notes to the Pension Fund Accounts for the year ended 31 March 2016

1. Introduction

The London Borough of Barnet Pension Fund (the Fund) is part of the Local Government Pension Scheme (LGPS). The Fund is administered by the London Borough of Barnet (LBB) and the Council is the reporting entity for the Fund.

The day to day administration of the fund and the operation of the management arrangements and investment portfolio are delegated to the Interim Chief Executive (Section 151 Officer) of the Council.

Further details of the management, operation and investment objectives of the Fund are provided in the Fund's Annual Report for 2015/16, the Actuary's report (appended to these accounts), the Superannuation Act 1972 and the LGPS regulations which provide the statutory powers underpinning the scheme.

General

The Fund is operated as a funded, defined benefit occupational pension scheme which provides for the payment of benefits to former employees of LBB and those bodies admitted to the Fund referred to as "members". The benefits include not only retirement pensions, but also widows' pensions, death grants and lump sum payments.

The Fund is financed by contributions from employers, employees and the interest and dividends from the Fund's investments. The funding policy aims to ensure that the assets held by the scheme in the future are adequate to meet accrued liabilities, allowing for future increases in pay and pensions.

The Fund's accounts provide information on the financial position, investment performance and risk showing the results of the Council's stewardship in managing the resources entrusted to it. The fund is overseen by the Pension Fund Committee which is specifically set up as a committee of the London Borough of Barnet Council and has authority under the Council's constitution to approve the Pension Fund Annual Report and Pension Fund Statement of Accounts.

Membership

Membership of the LGPS is voluntary and employees, including non-teaching staff in schools, are free to choose whether to join the scheme, remain in the scheme or make their own personal arrangements (except teachers, who have a separate scheme). Organisations participating in the Fund are set out below and are classed as admitted and scheduled bodies:

Admitted Bodies – organisations that participate in the Fund under an admission agreement between the Fund and the organisation; these include organisations undertaking a local authority function following the outsourcing of that service:

Absolutely Catering 1 - Queenswell	Hartwig
Absolutely Catering 2 - St James	Housing 21 (2)
Allied Healthcare	London Care plc
BEAT (Barnet Education Arts Trust)	Mears Group
Birkins - St James School	NSL Ltd
Blue 9 Security Ltd	OCS Group UK Ltd
Capita CSG	Personnel & Care Bank
Capita RE	Ridge Crest Cleaning
Fremantle Trust (2)	Viridian Housing
Greenwich Leisure	

(employers with deferred members and pensioners but no active members)

Barnet Voluntary Service Council
Enterprise Cleaning

Barnet MENCAP
KGB Cleaning Services Ltd

Scheduled Bodies – local authorities and similar bodies whose staff are automatically entitled to be members of the Fund:

Alma Primary	London Academy
Archer Academy	Mapledown School
Ashmole Academy	Martin Primary School
Barnet & Southgate College	Mathilda Marks Kennedy School
Barnet Homes	Menorah Foundation School
Barnet Schools (Capita)	Middlesex University
Barnfield School	Mill Hill County High School
Bishop Douglass School	Monkfrith School
Broadfields Academy	Osidge Primary School
LB Barnet	Parkfield Primary School
Christ Church	Queen Elizabeth's Boys' School
Christ College	Queen Elizabeth's Girls' School
Claremont Primary School	Rimon Jewish Primary School
The Compton School Academy	Rosh Pinah primary School
Copthall School Academy	St. Andrew the Apostle School
Danegrove School	St James' Catholic High School
Deansbrook Junior School Academy	St Mary's and St John's CE School
Dollis Junior School	St Michael's Grammar School
East Barnet School	The Hyde School
Etz Chaim Jewish Primary School	The Totteridge Academy
Fairway School	Trust School Academy
Finchley Catholic High School	Underhill School and Children's Centre
Friern Barnet School	Wessex Gardens Primary School
Gravesnor Avenue Infant School Academy	Whitefield School
Hasmonean High School	Woodhouse College Academy
Hendon School	Wren Academy
The Henrietta Barnett School Academy	Your Choice Barnet Ltd
Independent Jewish Day School	

Contributions made by employees are tiered and related to salary and range from 5.5% to 12.5%. These rates are applicable to all employees including manual workers. The employer common contribution rate is 24% with individual employer contribution rates ranging from 11.9% to 28.2%.

The number of employees contributing to the Fund increased during the year from 7,439 to 8,594 at 31 March 2016*. During the same period the number of pensioners increased from 7,488 to 7,590 and the number of deferred pensioners increased from 8,736 to 9,028.

* The numbers of members have been extracted from the underlying membership records in the live system as at 31 March 2016, including the comparative figures. An analysis of membership movement in the year is provided in note 20 of these accounts.

A government scheme supplies teachers' pensions and as such they are not provided for under these arrangements.

2. Accounting Policies

Accounting Standards

The financial statements have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2015/16, issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) and follow the guidelines set out in the Statement of Recommended Practice, Financial Reports of Pension Schemes supported by International Financial Reporting Standards (IFRS).

Basis of Preparation

Accruals Concept

The financial statements are prepared on an accruals basis except in the case of transfer values, which are debited or credited in the year of payment or receipt in accordance with recommended practice. Investment income is taken into account where dividends are declared but not paid at the financial year end.

The financial statements summarise the transactions of the scheme and the net assets of the Fund. The financial statements do not take account of liabilities to pay pension and other benefits after the financial year end. The actuarial position of the scheme, which does take account of such obligations, is dealt with in note 17 and these financial statements should be read in conjunction with this.

Financial Assets

Financial assets are shown in the Net Asset Statement at Fair Value. Fair Value has been determined as:

- a) Listed securities and securities on the Unlisted Securities Market (USM) are determined by Stock Exchange current bid prices at 31 March 2016.
- b) Unit trust investments are stated at the latest closing bid prices quoted by their respective managers as at 31 March 2016.
- c) Transactions in foreign currencies are taken into account at the ruling rate of exchange at the time of the transaction and in the financial statements at the rates prevailing on 31 March 2016.
- d) Withholding tax reclaims received for accumulation funds and all changes in value, including reinvested income and growth in the value of the underlying securities are aggregated and shown as changes in market value of the investments in the Fund Account.

Sale and Purchase of Investments

The purchase and sale of investments is delegated to the fund managers and all settlements are accrued on the day of trading (the costs of acquiring investments are included in the value of the assets). The main fund managers are: Schroder Investment Management, Newton Investment Management and Legal and General.

Investment managers are required to produce an investment return within the benchmarks set by the Authority. These restrictions and the fund managers' analysis of the assets and issuing bodies, dictates the timing of sales and purchases of investments. The Fund does not participate in stock lending arrangements.

Administration Expenses

Administration expenses include the recharge from the London Borough of Barnet for administration and processing which includes the cost of pension administration provided by Capita Employee Benefits and financial administration provided by Capita Customer Support Group.

Benefits Payable

Benefits are provided in accordance with the provisions of the Local Government Pension Scheme. Benefits are accounted for in the period in which they fall due. Any amounts due but unpaid are disclosed in the net assets statement as current liabilities.

Contribution Income

Normal contributions both from the members and from the employer are accounted for on an accruals basis at the percentage rate recommended by the Fund actuary in the payroll period to which they relate.

Employers' augmentation contributions and pension strain contributions are accounted for in the period in which the liability arises. Any amount due in the year but unpaid will be classified as a current financial asset.

Investment Income

- i. **Interest Income:** Interest income is recognised in the fund as it accrues, using the effective interest rate of the financial instrument as at the date of the financial instrument and its amount as at the date of acquisition or origination. Income includes the amount of any amortisation of any discount or premium, transaction costs or other differences between the initial carrying amount of the instrument and its amount at maturity calculated on an effective interest rate basis
- ii. **Dividend Income:** Dividend income is recognised on the date the shares are quoted ex-dividend. Any amount not received by the end of the reporting period is disclosed in the Net Assets Statement as a current financial asset.
- iii. **Distribution from pooled funds:** Distributions from pooled funds are recognised at the date of issue. Any amount not received by the end of the reporting period is disclosed in the Net Assets Statement as a current financial asset.
- iv. **Movement in the net market value of investments:** Changes in the net market value of investments are recognised as income and comprise all realised and unrealised profits/losses during the year.

Cash and Cash Equivalents

Cash comprises cash in hand and demand deposits and includes amounts held by the Fund's external managers. Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash and that are subject to minimal risk of changes in value.

Related Parties

Paragraph 3.9.4.3 of the Code exempts local authorities from the key management personnel disclosure requirements of IAS 24, on the basis that the disclosure requirements for officer remuneration and members' allowances detailed in section 3.4 of the Code (which are derived from the requirements of Regulation 7(3) of the Accounts and Audit (England) Regulations 2015) satisfy the key management personnel disclosure requirements of paragraph 16 of IAS 24. This applies in equal measure to the London Borough of Barnet Pension Fund.

Taxation

The Fund is an exempt approved fund and therefore not liable for UK income tax or capital gains tax. As the London Borough of Barnet is the administrating authority of the Fund, VAT input tax is recoverable on all Fund activities.

Taxation agreements exist between the United Kingdom and a number of countries whereby all or a proportion of the tax deducted locally from investment income may be reclaimed. The proportion reclaimable varies from country to country. Non-recoverable deductions are classified as withholding tax.

Investment Management Expenses

All investment management expenses are accounted for on an accruals basis. Fees of the external investment managers and custodian are agreed in the respective mandates governing their appointments. Broadly, these are based on the market value of the investments under their management and therefore increase or decrease as the value of these investments change. The cost of obtaining investment advice from external consultants is included in investment management expenses.

3. Assumptions Made About the Future and Other Major Sources of Uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions made by the Council about the future, or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, as balances cannot be determined with certainty, actual results could be materially different as follows:

Actuarial present value of promised retirement benefits

Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are protected to increase, changes in retirement ages, mortality rates and expected returns on Pension Fund assets. A firm of consulting actuaries is engaged to provide the fund managers with expert advice about the assumptions to be applied. (See Note 17).

4. Contributions Receivable

	2015/16	2014/15
	£000	Restated £000
Employers		
Council	(21,249)	(23,074)
Scheduled bodies	(17,745)	(17,627)
Admitted bodies	(3,037)	(2,894)
	(42,031)	(43,595)
Members		
Council	(4,613)	(4,819)
Scheduled bodies	(4,366)	(4,604)
Admitted bodies	(1,290)	(917)
	(10,269)	(10,340)
Total Contributions	(52,300)	(53,935)

5. Transfers In

	2015/16 £000	2014/15 £000
Individual transfers in from other schemes	(1,907)	(1,391)

6. Benefits Payable

	2015/16 £000	2014/15 £000
Pensions	41,154	40,016
Commutations and lump sum payments	7,276	5,577
Lump sum death benefits	981	792
	49,411	46,385

7. Payments to and on Account of Leavers

	2015/16 £000	2014/15 £000
Refunds to members leaving service	113	56
Group transfers to other schemes	3,303	-
Individual transfers to other schemes	3,240	2,537
	6,656	2,593

8. Administrative Expenses

	2015/16 £000	2014/15 £000
Administration and processing	1,266	917
Actuarial fees	62	51
Audit fees	21	21
Provision for bad debts	-	900
	1,349	1,889

9. Investment Income

	2015/16 £000	2014/15 £000
Interest on cash deposits	(12)	(29)
Total investment income	(12)	(29)

10. Investments

2015/16	Value at 1/4/2015	Purchases at Cost	Sales Proceeds	Change in Market Value	Value at 31/3/2016
	£000	£000	£000	£000	£000
Pooled investment vehicles	910,564	473,682	(478,208)	(5,725)	900,313
Cash deposits	1,160				107
	911,724				900,420

2014/15	Value at 1/4/2014	Purchases at Cost	Sales Proceeds	Change in Market Value	Value at 31/3/2015
	£000	£000	£000	£000	£000
Pooled investment vehicles	818,587	5,556	(5,742)	92,163	910,564
Cash deposits	974				1,160
	819,561				911,724

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year as any income attributed to the unitised funds are reinvested and accounted for as a change in market value as opposed to income.

Transaction costs are included in the cost of purchases and sale proceeds. Transaction costs include costs charged directly to the scheme such as fees, commissions, stamp duty and other fees. There are also transaction costs incurred on behalf of the unitised funds, but these are reflected in the unit cost. In addition to the transaction costs disclosed above, indirect costs are incurred through the bid-offer spread on investments within pooled investment vehicles. The amount of indirect costs is not separately provided to the scheme.

All the financial instruments of the Fund are classified as level 1, where their fair values are derived from unadjusted quoted prices for identical assets or liabilities. The carrying value of investments is not materially different to their fair value. The carrying amount of investments held under management by the Fund's investment managers at 31 March 2016 including cash deposits totalled £900.420 million. This was split as follows:

Investment Portfolio	31 March 2016 £000	%
Schroder Investment Management	353,092	39.2
Newton Investment Management	185,247	20.6
Legal and General	361,931	40.0
London Collective Investment Vehicle (Share Capital)	150	0.2
	900,420	100.0

	31 March 2015 £000	%
Investment Portfolio		
Schroder Investment Management	416,520	45.7
Newton Investment Management	423,456	46.4
Legal and General	71,748	7.9
	911,724	100.00

Major Investment

The fund investments are all held in pooled funds.

	31 March 2016 £000	31 March 2015 £000
Pooled Investment Vehicles		
UK managed funds	538,231	838,816
UK unit trusts	362,082	71,748
	900,313	910,564
Cash Deposits		
Sterling	107	1,160
	900,420	911,724

The following investments represent more than 5% of the net assets of the scheme:

	31 March 2016		31 March 2015	
	£000	as % of investment assets	£000	as % of investment assets
Legal and General RAFI 3000 Tracker	170,482	18.93	-	-
Legal and General Index Linked Tracker Fund	145,389	16.15	51,958	5.70
Schroder All Maturities Corporate Bond Fund	132,787	14.75	132,131	14.49
Schroder Life Diversified Growth Fund	130,767	14.52	283,658	31.11
Newton Real Return Fund	130,294	14.47	275,693	30.24
Schroder Strategic Bond	89,503	9.94	-	-
Newton Long Corporate Bond Fund	52,583	5.84	139,977	15.35
	851,805	94.60	883,417	96.89

Both Schroders and Newton run their portfolios on a unitised or pooled basis. Fund managers may use derivatives to dampen down volatility of returns, including protecting against adverse market movements. As any point in time, these derivatives will be showing a profit or loss depending upon how the 'protection' is working versus the assets held. The manager is also required to hold cash to meet the margin payments.

The underlying economic exposure to asset classes for each manager is detailed below:

Newton as at 31 March 2016	Long Corporate Bond %	Long Gilt %	Index- Linked Gilt %	Global Dynamic Bond %	Real Return %
EQUITIES					
UK	-	-	-	-	7.30
North America	-	-	-	-	16.90
Europe ex UK	-	-	-	-	12.00
Japan	-	-	-	-	3.00
Asia ex Japan	-	-	-	-	1.80
Other	-	-	-	-	1.70
Total Equities	-	-	-	-	42.70
FIXED INTEREST					
UK Gilts	-	91.53	-	1.74	-
UK Index Linked Gilts	-	1.44	92.32	-	1.53
UK Corporate Bonds	55.19	3.80	0.32	19.32	1.20
Overseas Government Bonds	-	1.93	5.67	28.01	35.64
Overseas Corporate Bonds	38.54	0.51	-	43.30	2.00
Overseas Index Linked Corporate Bonds	-	-	--	4.03	1.30
Total Fixed Interest	93.73	99.21	98.31	96.40	41.67
OTHER ASSETS					
Shares	-	-	-	0.51	-
Commodities	-	-	-	-	5.00
Derivatives	-	-	-	(7.04)	(0.70)
Other assets	-	-	-	-	10.33
Cash	6.27	0.79	1.69	10.13	1.00
Total Other Assets	6.27	0.79	1.69	3.60	15.63
Total Assets	100.00	100.00	100.00	100.00	100.00

Schroder as at 31 March 2016

Diversified Growth Fund

Equities

Schroder QEP Global Value Portfolio	14.70%
Schroder QEP Global Quality Portfolio	2.70%
Stable Energy Basket	2.00%

Global Equities

S&P500 Index Future	11.00%
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North America Equities

FTSE 100 Index Future	5.20%
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UK Equities

Japan Corporate Reform Basket	3.30%
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Nikkei 225 Index Future	(1.50%)
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Japan Equities

Total Equities

Schroder ISF Emerging Market Debt Absolute Return	6.20%
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Diversified Trend Strategy	2.90%
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Schroder GAIA Sirius US Equity	2.40%
--------------------------------	-------

RWC Partners Europe Absolute Alpha	1.70%
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Henderson UK Absolute Return Fund	1.20%
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Gam Star Global Rates	1.00%
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Brevan Howard Macro	0.90%
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Absolute Return

Schroder UK Real Estate Fund	4.20%
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Property

John Laing Infrastructure Limited	1.50%
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International Public Partnerships Ltd	1.30%
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HICL Infrastructure Company Limited	0.80%
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Bilfinger Berger Global infrastructure	0.60%
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Infrastructure

Insurance-Linked Securities Portfolio	3.40%
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Insurance-Linked Securities

Gold ETF	2.90%
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Commodities

Private Equity¹

Total Alternatives

Credit and Government Debt

Schroder High Yield Portfolio	7.30%
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High Yield Debt

UK Gilt Future	3.00%
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US 10 Year Bond Future	(0.80%)
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Australia 10 Year Bond Future	2.10%
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Government Debt

Schroder Securitised Loans Portfolio	3.20%
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Securitised Loans

iShares USD Corporate Bond ETF	3.20%
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Investment Grade

RWC Global Convertibles Fund	2.00%
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Oaktree Global Convertible Bond Fund	1.20%
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Convertible Bonds

TSY Inflation Linked Bond	4.00%
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Inflation-Linked Bonds

Total Credit and Government Debt

Cash

Total

All Maturities Corporate Bond Fund

Schroder ISF Strategic Bond Fund

	% Market Value		% Market Value
Corporate	55.47%	Corporate	48.00%
Securitised	20.81%	Securitized	17.50%
Sovereign	0.35%	T-Bills	16.62%
EMD Sovereign	(0.17%)	Treasuries	3.42%
Government	8.34%	Sovereign	1.62%
Net Derivatives	11.94%	Government Related	8.62%
Cash	3.26%	Cash	3.75%
Total	100.00%	Other	0.95%
		Net Derivatives	(0.48%)
		Total	100.00%

11. AVC Investments

The Authority holds assets invested separately from the main Fund in the form of individual insurance policies securing additional benefits on a money purchase basis for those members electing to pay additional voluntary contributions (AVC).

Members participating in this arrangement each receive an annual statement confirming the amounts held to their account and the movements in the year.

2015/16	1 April 2015	Contributions	Income	Expenditure	31 March 2016
	£000	£000	£000	£000	£000
AVC Investments					
Aviva /Norwich Union (amended)	543	8	20	(27)	544
Prudential					
With Profits	581	79	13	(32)	641
Deposit	419	93	2	(177)	337
Unit Linked	968	172	6	(80)	1,066
Total Prudential AVCs	1,968	344	21	(289)	2,044
Total AVC's	2,511	352	41	(316)	2,588

2014/15	1 April 2014	Contributions	Income	Expenditure	31 March 2015
	£000	£000	£000	£000	£000
AVC Investments					
Aviva /Norwich Union (amended)	551	11	20	(39)	543
Prudential					
With Profits	559	74	28	(80)	581
Deposit	390	83	2	(56)	419
Unit Linked	762	141	123	(58)	968
Total Prudential AVCs	1,711	298	153	(194)	1,968
Total AVC's	2,262	309	173	(233)	2,511

The Additional Voluntary contributions in respect of 2015/16 and 2014/15 are revised to reflect updated termination figures.

12. Investment Management Expenses

	2015/16 £000	2014/15 £000
Administration, management and custody	3,721	2,573
Performance measurement services	11	11
Other advisory fees	14	41
	3,746	2,625

13. Current Assets

	31 March 2016 £000	31 March 2015 Restated £000
Contributions due from employers in respect of		
Employer strain contributions	4,740	5,808
Employer contributions	5,834	6,021
Member contributions	845	1,787
Sundry debtors	1,139	1,210
Cash balance	5,879	8,159
Bad debt provision	-	(900)
	18,437	22,085

14. Current Liabilities

	31 March 2016	31 March 2015 Restated £000
Unpaid benefits	(873)	-
Accrued expenses	(1,651)	(4,839)
	(2,524)	(4,839)

15. Statement of Investment Principles

The Authority is required by law to prepare and publish a Statement of Investment Principles (SIP). This Statement, approved in July 2014 and reviewed at least annually, sets out the Fund's policy on a range of matters relating to the investment and management of the Pension Fund. The Statement is published on the Borough's website at:

<http://barnet.moderngov.co.uk/documents/s16640/Appendix%20A%20Statement%20of%20Investment%20Principles%20July%202014.pdf>

16. Related Party Transactions

Fund administration expenses payable to the administering authority, the London Borough of Barnet, are outlined below

	2015/16 £000	2014/15 £000
Human resources	965	717
Accountancy administration	283	173
Oversight and governance	44	11
	1,292	901

The recharge from the London Borough of Barnet for administration and processing includes the cost of pension administration provided by Capita Employee Benefits and financial administration and financial accounting from Capita Customer Support Group.

17. Actuarial Valuation

Barnett Waddingham LLP undertook the last formal triennial actuarial valuation of the fund as at 31 March 2013, in accordance with the Local Government Superannuation Regulations 1986. The actuarial valuation calculates the contribution rate payable by Authority, as an employer, to meet the administering authority's funding objectives.

The funding level at 31 March 2013 was 79%. The common contribution rate from 1 April 2014 to 31 March 2017 is 24.0% of pensionable pay. This is the average required employer contribution to restore the funding position to 100% over the next 15 years.

The actuarial method used by the actuary is known as the “projected unit credit method”. The key feature of this method is that in assessing the future service cost, the actuary calculates the contribution rate, which meets the cost of benefits accruing in the year after the valuation date. This is the same method adopted at the previous valuation and is an appropriate method for a fund, which is open to new members.

Assumptions as as 31 March 2016	Rate
Assumed retail price inflation (RPI)	3.2%
Assumed customer price inflation (CPI)	2.3%
Future pension increases	2.3%
Future salary increases	4.1%
Discount rate	3.5%

The 2013 actuarial valuation actuarially assessed the value of the Fund’s assets as being sufficient to meet 79% of the Fund’s liabilities. This corresponded to a deficit of £211 million. The latest valuation as at 31 March 2016 as per the requirements of IAS26 is attached to the accounts. The figures below relate to the IAS 26 valuation as at 31 March 2015, and are given for comparison;

Assumptions as at 31 March 2015	Rate
Assumed retail price inflation (RPI)	3.1%
Assumed customer price inflation (CPI)	2.3%
Future pension increases	2.3%
Future salary increases	4.1%
Discount rate	3.2%

The triennial valuation was reported to the London Borough of Barnet Pension Fund Committee on 18 March 2014. The next actuarial valuation will be based on the value of the fund as at 31 March 2016.

18. Classification of Financial Assets

The following table analyses the carrying amounts of financial assets and liabilities, (excluding cash) by category and net assets statement heading. No financial assets were reclassified during the accounting period.

31 March 2016	Designated as fair value through profit and loss £000	Loans and receivables £000	Financial liabilities at amortised cost £000
Financial Assets			
Pooled investments	900,313	-	-
Cash deposits	107	5,879	-
Debtors	-	12,558	-
Financial Liabilities			
Creditors	-	-	(2,524)
	900,420	18,437	(2,524)

31 March 2015 Restated	Designated as fair value through profit and loss £000	Loans and receivables £000	Financial liabilities at amortised cost £000
Financial Assets			
Pooled Investments	910,564	-	-
Cash Deposits	1,160	8,159	-
Debtors	-	13,926	-
Financial Liabilities			
Creditors	-	-	(4,839)
	<u>911,724</u>	<u>22,085</u>	<u>(4,839)</u>

19. Nature and Extent of Risks Arising from Financial Instruments

The Pension Fund invests in a variety of financial instruments including bank deposits, equity instruments and fixed interest securities. This exposes it to a variety of financial risks including credit and counterparty risk, liquidity risk, market risk and exchange rate risk.

Overall procedures for managing risk

The principal powers to invest are contained in the Local Government Pension Scheme (Management and Investment of Funds) regulations 2009 and require an administering authority to invest any pension fund money that is not needed immediately to make payments from the Pension Fund. These regulations require the Pension Fund to formulate a policy for the investment of its fund money.

The administering authority's overall risk management procedures focus on the unpredictability of the financial markets and implementing restrictions to minimise these risks.

The Pension Fund has prepared a Statement of Investment Principles which sets out the Pension Fund's policy on matters such as the type of investments to be held, the balance between types of investments, investment restrictions and the way risk is managed. Investment performance by external investment managers is reported to the Pension Fund Committee quarterly. Performance of Pension Fund investments managed by external Investment managers is compared to benchmark returns.

Credit and counterparty risk

Credit risk is the risk that the counterparty to a financial instrument will fail to discharge an obligation or commitment that it has entered into with the Pension Fund. The Pension Fund reviews its exposure to credit and counterparty risk through its external investment managers by review of the managers' annual internal control reports to ensure that managers exercise reasonable care and due diligence in its activities for the Pension Fund.

The Pension Fund investment assets are held in pooled funds by custodians who have acceptable credit ratings determined by three credit rating agencies. As at 31 March 2016 working capital was held in the Pension Fund bank account with NatWest Bank and in a money market fund with Standard Life, in accordance with the credit rating criteria within the Council's Treasury Management Strategy. Pension administration working capital was held in a bank account operated by Capita Employee Benefits (CEB) on behalf of the Pension Fund.

	Long Term Credit Rating	Source	Holding 31 March 2016 £000	Holding 31 March 2015 £000
Schroder Group	A-1	Moody's		
JP Morgan (Schroder Custodian)	A-1	S & P	353,092	415,520
Bank of New York Mellon (Newton Custodian)	A-1	S & P	185,247	423,456
Standard Life	AAA	Moody's	2,502	4,508
Natwest Bank	BBB+	Fitch	12	212
Royal Bank of Scotland CEB	BBB+	Fitch	3,775	3,367

Liquidity risk

Liquidity risk is the risk that the Pension Fund will not be able to meet its financial obligations when they fall due.

The main risk for the Pension Fund is not having the funds available to meet its commitments to make pension payments to its members. To manage this, the Pension Fund has a comprehensive cash flow management system that seeks to ensure that the cash is available when needed. The Pension Fund also manages its liquidity risk by having access to money market funds and call accounts where funds are repayable without penalty and on notice of not more than 24 hours.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument can fluctuate because of changes in market prices.

The Pension Fund is exposed to the risk of financial loss from a change in the value of its investments and the risk that the Pension Fund's assets fail to deliver returns in line with the anticipated returns underpinning the valuation of its liabilities over the long term. In order to manage the market value risk, the Pension Fund has set restrictions on the type of investments it can hold, subject to investment limits, in accordance with the local Government Pension Scheme (Management and Investment of Funds) regulations 2009.

Details of these can be found in the Pension Fund's Statement of Investment Principles.

As the Pension Fund's multi asset strategy does not provide a breakdown by asset class, following analysis of historical data and in consultation with the fund adviser, sensitivity analysis is based on an assumed 10% volatility for pooled assets and 1% for cash.

2015/16

Asset Type	Market Value 31 March 2016 £000	Percentage Change %	Value on Increase £000	Value on Decrease £000
Pooled investments	900,313	10.0	990,344	810,282
Cash deposits	5,986	1.0	6,046	5,926

2014/15

Asset Type	Market Value 31 March 2015 £000	Percentage Change %	Value on Increase £000	Value on Decrease £000
Pooled investments	910,564	10.0	1,001,620	819,508
Cash deposits	8,159	1.0	8,241	8,077

Exchange rate risk

The Pension Fund holds a number of financial assets and liabilities in overseas financial markets and therefore could be exposed to the risk of loss from exchange rate movements of foreign currencies. This risk is managed by holding the fund assets in Sterling.

Refinancing risk

The key risk is that the Pension Fund will be required to replenish a significant proportion of its Pension Fund financial instruments at a time of unfavourable interest rates. The Pension Fund does not have any financial instruments that carry a refinancing risk.

20. Membership of the Pension Fund

Barnet Pension Fund Membership Movement Analysis 2015/16

Employees

Number of employees at start of year		7,439
Employees joining during the year		<u>2,390</u>
		9,829
Members leaving during the year:		
Normal retirements	217	
Ill-health retirements	8	
Deaths in service	9	
Refunds of contributions	43	
Deferred pensions	543	
Transferred out	3	
Undecided leavers	253	<u>1,076</u>
Number of employees at end of year		<u>8,753</u>

Pensioners

Number of pensioners at start of year		7,488
New pensioners during the year:		
Normal retirements	234	
Enhanced teachers not included in previous data	-	
Ill-health retirements	8	
Dependants' pensions	65	
Deferred pensions becoming payable	173	<u>480</u>
		7,968
Deaths/dependants ceasing to be eligible		<u>363</u>
Number of pensioners at end of year		<u>7,605</u>

Deferred Pensioners

Number of Deferred Pensioners at start of year		8,736
New deferred pensioners during the year:		544
Backdated deferred pensioners during the year:		<u>106</u>
		9,386
Deferred pensioners leaving the fund during the year		
Normal retirements	173	
Ill-health retirements	-	
Transferred	82	
Back to active status	-	
Deaths	15	<u>270</u>
Number of deferred pensioners at end of year		<u>9,116</u>

Total Membership at 31 March 2016

25,474

21. Events after the Balance Sheet date

Since the Balance Sheet date of 31 March 2016, there have been no post balance sheet events to report.

London Borough of Barnet Pension Fund

Pension accounting disclosure as at 31 March 2016
Prepared in accordance with IAS26

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1. Introduction

We have been instructed by the London Borough of Barnet, the administering authority to the London Borough of Barnet Pension Fund (the Fund), to undertake pension expense calculations in respect of pension benefits provided by the Local Government Pension Scheme (the LGPS) to members of the Fund as at 31 March 2016.

This report is addressed to the administering authority and its advisers; in particular, this report is likely to be of relevance to the Fund's auditor.

These figures are prepared in accordance with our understanding of IAS26. In calculating the disclosed numbers we have adopted methods and assumptions that are consistent with IAS19.

This advice complies with all Generic Technical Actuarial Standards (TASs) and the Pensions TAS.

The LGPS is a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013, is contracted out of the State Second Pension and currently provides benefits based on career average revalued salary and length of service on retirement.

2. Valuation data

Data sources

In completing our calculations for pension accounting purposes we have used the following items of data, which we received from the London Borough of Barnet:

- The results of the valuation as at 31 March 2013 which was carried out for funding purposes;
- Estimated whole Fund income and expenditure items for the period to 31 March 2016;
- Estimated Fund returns based on Fund asset statements provided (or estimated where necessary) as at 31 March 2013, 31 March 2015 and 31 March 2016, Fund income and expenditure as noted above, and estimated market returns thereafter for the period to 31 March 2016; and
- Details of any new early retirements for the period to 31 March 2016 that have been paid out on an unreduced basis, which are not anticipated in the normal employer service cost.

Although some of these data items have been estimated, we do not believe that they are likely to have a material effect on the results of this report. Further, we are not aware of any material changes or events since we received the data.

Employer membership statistics

The table below summarises the membership data, as at 31 March 2013.

Member data summary	Number	Salaries/Pensions £000s	Average age
Actives	6,702	141,943	47
Deferred pensioners	8,992	14,264	46
Pensioners	6,738	33,831	71

Assets

The return on the Fund (on a bid value to bid value basis) for the year to 31 March 2016 is estimated to be -2%. The actual return on Fund assets over the year may be different.

The estimated asset allocation for London Borough of Barnet Pension Fund as at 31 March 2016 is as follows:

Employer asset share - bid value	31 Mar 2016		31 Mar 2015	
	£000s	%	£000s	%
Equities	432,085	48%	613,735	67%
Gilts	89,503	10%	n/a	n/a
Other bonds	378,574	42%	296,829	32%
Cash	6,396	1%	9,339	1%
Total	906,558	100%	919,903	100%

We have estimated the bid values where necessary. The final asset allocation of the Fund assets as at 31 March 2016 is likely to be different from that shown due to estimation techniques.

Unfunded benefits

We have excluded any unfunded benefits as these are liabilities of employers rather than the Fund.

3. Actuarial methods and assumptions

Valuation approach

To assess the value of the Fund's liabilities at 31 March 2016, we have rolled forward the value of Fund's liabilities calculated for the funding valuation as at 31 March 2013, using financial assumptions that comply with IAS19.

The full actuarial valuation involved projecting future cashflows to be paid from the Fund and placing a value on them. These cashflows include pensions currently being paid to members of the Fund as well as pensions (and lump sums) that may be payable in future to members of the Fund or their dependants. These pensions are linked to inflation and will normally be payable on retirement for the life of the member or a dependant following a member's death.

It is not possible to assess the accuracy of the estimated liability as at 31 March 2016 without completing a full valuation. However, we are satisfied that the approach of rolling forward the previous valuation data to 31 March 2016 should not introduce any material distortions in the results provided that the actual experience of the Fund has been broadly in line with the underlying assumptions, and that the structure of the liabilities is substantially the same as at the latest formal valuation. From the information we have received there appears to be no evidence that this approach is inappropriate.

Demographic/Statistical assumptions

We have adopted a set of demographic assumptions that are consistent with those used for the most recent Fund valuation, which was carried out as at 31 March 2013. The post retirement mortality tables adopted are the S1PA tables with a multiplier of 110%. These base tables are then projected using the CMI 2012 Model, allowing for a long-term rate of improvement of 1.5% p.a.

The assumed life expectations from age 65 are:

Life expectancy from age 65 (years)		31 Mar 2016	31 Mar 2015
Retiring today	Males	22.1	22.1
	Females	24.5	24.4
Retiring in 20 years	Males	24.4	24.2
	Females	26.9	26.8

We have also assumed that:

- Members will exchange half of their commutable pension for cash at retirement;
- Members will retire at one retirement age for all tranches of benefit, which will be the pension weighted average tranche retirement age; and
- 10% of active members will take up the option under the new LGPS to pay 50% of contributions for 50% of benefits.

Financial assumptions

The financial assumptions used to calculate the results in Section 4 and the Appendices are as follows:

Assumptions as at	31 Mar 2016		31 Mar 2015		31 Mar 2014	
	% p.a.	Real	% p.a.	Real	% p.a.	Real
RPI increases	3.2%	-	3.1%	-	3.5%	-
CPI increases	2.3%	-0.9%	2.3%	-0.8%	2.7%	-0.8%
Salary increases	4.1%	0.9%	4.1%	1.0%	4.5%	1.0%
Pension increases	2.3%	-0.9%	2.3%	-0.8%	2.7%	-0.8%
Discount rate	3.5%	0.3%	3.2%	0.1%	4.4%	0.9%

These assumptions are set with reference to market conditions at 31 March 2016.

Our estimate of the duration of the Fund's liabilities is 17 years.

The discount rate is the annualised yield at the 17 year point on the Merrill Lynch AA-rated corporate bond yield curve which has been chosen to meet the requirements of IAS19 and with consideration of the duration of the Fund's liabilities. This is consistent with the approach used at the last accounting date.

The Retail Prices Index (RPI) increase assumption is set based on the difference between conventional gilt yields and index-linked gilt yields at the accounting date using data published by the Bank of England (BoE), specifically the 17 year point on the BoE market implied inflation curve. The RPI assumption is therefore 3.2% p.a. This is consistent with the approach used at the last accounting date.

As future pension increases are expected to be based on the Consumer Prices Index (CPI) rather than RPI, we have made a further assumption about CPI which is that it will be 0.9% p.a. below RPI i.e. 2.3% p.a. This is a slightly higher differential than last year. We believe that this is a reasonable estimate for the future differences in the indices, based on the different calculation methods and recent independent forecasts.

Salaries are assumed to increase at 1.8% p.a. above CPI in addition to a promotional scale.

4. Results and disclosures

We estimate that the net liability as at 31 March 2016 is a liability of £665,602,000.

The results of our calculations for the year ended 31 March 2016 are set out in the appendices below:

- Appendix 1 sets out the Statement of financial position as at 31 March 2016; and
- Appendix 2 details a reconciliation of assets and liabilities during the year.

The figures presented in this report are prepared only for the purposes of IAS19. In particular, they are not relevant for calculations undertaken for funding purposes or for other statutory purposes under UK pensions legislation.

We would be pleased to answer any questions arising from this report.

**Alison Hamilton FFA
Partner**

Appendix 1 Statement of financial position as at 31 March 2016

Net pension asset as at	31 Mar 2016	31 Mar 2015	31 Mar 2014
	£000s	£000s	£000s
Present value of the defined benefit obligation	1,572,160	1,601,171	1,344,574
Fair value of Fund assets (bid value)	906,558	919,903	829,020
Net liability in balance sheet	665,602	681,268	515,554

*Present value of funded obligation consists of £1,532,610,000 in respect of vested obligation and £39,550,000 in respect of non-vested obligation.

Appendix 2 Asset and benefit obligation reconciliation for the year to 31 March 2016

Reconciliation of opening & closing balances of the present value of the defined benefit obligation	Year to	Year to
	31 Mar 2016	31 Mar 2015
	£000s	£000s
Opening defined benefit obligation	1,601,171	1,344,574
Current service cost	42,987	38,080
Interest cost	50,609	58,234
Change in financial assumptions	(83,433)	202,906
Change in demographic assumptions	-	-
Experience loss/(gain) on defined benefit obligation	-	-
Liabilities assumed / (extinguished) on settlements	-	-
Estimated benefits paid net of transfers in	(49,603)	(53,763)
Past service costs, including curtailments	225	-
Contributions by Scheme participants	10,204	11,140
Unfunded pension payments	-	-
Closing defined benefit obligation	1,572,160	1,601,171

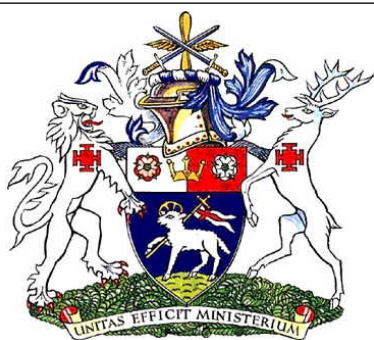
Reconciliation of opening & closing balances of the fair value of Fund assets	Year to	Year to
	31 Mar 2016	31 Mar 2015
	£000s	£000s
Opening fair value of Fund assets	919,903	829,020
Interest on assets	29,504	36,419
Return on assets less interest	(46,061)	57,452
Other actuarial gains/(losses)	2,535	637
Administration expenses	(1,049)	(945)
Contributions by employer including unfunded	41,125	39,943
Contributions by Scheme participants	10,204	11,140
Estimated benefits paid plus unfunded net of transfers in	(49,603)	(53,763)
Settlement prices received / (paid)	-	-
Closing Fair value of Fund assets	906,558	919,903

Appendix 3 Sensitivity analysis

Sensitivity analysis	£000s	£000s	£000s
Adjustment to discount rate	+0.1%	0.0%	-0.1%
Present value of total obligation	1,545,929	1,572,160	1,598,862
Projected service cost	38,877	39,720	40,582
Adjustment to long term salary increase	+0.1%	0.0%	-0.1%
Present value of total obligation	1,574,450	1,572,160	1,569,880
Projected service cost	39,739	39,720	39,701
Adjustment to pension increases and deferred revaluation	+0.1%	0.0%	-0.1%
Present value of total obligation	1,596,861	1,572,160	1,547,879
Projected service cost	40,573	39,720	38,885
Adjustment to life expectancy assumptions	+1 Year	None	- 1 Year
Present value of total obligation	1,619,754	1,572,160	1,526,008
Projected service cost	40,734	39,720	38,732

For the adjustment to the life expectancy assumption, we are essentially assuming a member will live a year longer or a year less. For example, under +1 Year we assumed that a member with a 25 year life expectancy is actually expected to live for 26 years.

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Pension Fund Committee
13 September 2016

Title	Update on Admitted Bodies Organisations
Report of	Chief Operating Officer
Wards	N/A
Status	Public
Urgent	No
Key	No
Enclosures	Appendix 1 – Admitted Bodies Monitoring Sheet
Officer Contact Details	Karen Scott, Service Delivery Manager, Capita Karen.scott2@capita.co.uk 07785 454929

Summary

This report updates the Committee on the Admitted Bodies participating in the Local Government Pension Scheme administered by the London Borough of Barnet (LBOB)

Recommendations

1. That the Pension Fund Committee note the update to the issues in respect of admitted body organisations within the Pension Fund, as detailed in Appendix 1.

1. WHY THIS REPORT IS NEEDED

- 1.1 The Report is to update the Pensions Fund Committee on the current position in terms of Admitted Bodies to the London Borough of Barnet Pension Fund.

2. REASONS FOR RECOMMENDATIONS

- 2.1 That the Committee notes the update to the issues detailed in Appendix 1

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 Not applicable

4. POST DECISION IMPLEMENTATION

- 4.1 Once any recommendations in terms of Admitted Bodies have been approved, the Pension Fund will take appropriate action to update records and obtain Bond information.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 To maintain the integrity of the Pension Fund by monitoring of admitted body organisations and ensuring all third parties comply fully with admission agreements and bond requirements. This ensures that pension fund liabilities are covered by the responding admitted bodies; this in return protects Barnet's liabilities and supports the Council's corporate priorities as expressed through the Corporate Plan.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 Appendix 1 notes the bond levels required for each admitted body which will act as guarantee for the Pension Fund liabilities.
- 5.2.2 All organisations that have been paying their contributions in a timely way in line with the terms of their admittance to the pension board have been rated green in Appendix 1 apart from the newest admissions that are in the process of setting up payments. Back dated contributions have been requested and are expected shortly.

5.3 Social Value

- 5.3.1 Membership of the Pension Fund ensures the long term financial health of the contributing employees on retirement.

5.4 Legal and Constitutional References

- 5.4.1 Schedule 2 of the Local Government Pension Scheme Regulations 2013 provide that a Local Authority, as an 'Administering Authority' for the Fund, may admit an organisation into the Local Government Pension Scheme, subject to that organisation, or the contractual arrangement between that organisation and the Council, meeting the criteria set out in the Regulations.
- 5.4.2 With respect to an admission agreement, the Regulations further provide for an assessment of the level of risk arising on premature termination of the provision of the service or assets by reason of insolvency, winding up or liquidation of the admission body. The assessment must be with the benefit of actuarial advice and, where the level of risk is such as to require it, the transferee admission body shall enter into an indemnity or bond to meet the level of risk identified. However, the Regulations do allow in some circumstances for the scheme employer to act as guarantor.
- 5.4.3 The Council's standard admissions agreement makes provision for the admitted body to maintain a bond in an approved form and to vary the level of risk exposure under the bond as may be required from time to time
- 5.4.4 Under the Council's constitution, Part 15 – Responsibility for Functions, one of the Pension Fund Committee's functions is to "approve applications from organisations wishing to become admitted bodies into the Fund where legislation provides for discretion, including the requirements for bonds."

5.5 Risk Management

- 5.5.1 The ongoing viability of the Pension Fund is dependent on maximising contributions to the Fund. All admitted bodies are subject to actuarial assessments and are reviewed to ensure compliance with admissions agreements and maintenance of appropriate employer contribution levels in order to mitigate against any risk to the financial viability of the pension fund
- 5.5.2 There is a possibility of financial losses to the Pension Fund where arrangements around admitted bodies and bond agreements are not sufficiently robust. Monitoring arrangements are in place to ensure that Admissions Agreements and bonds (where relevant) are in place and that bonds are renewed, as appropriate, during the lifetime of the relevant Admission Agreement.

5.6 Equalities and Diversity

- 5.6.1 Ensuring the long term financial health of the Pension Fund will benefit everyone who contributes to it. Access to and participation in the Pension Fund is open to those with and those without protected characteristics, alike, provided that the criteria set out within the relevant Regulations are met.

The 2010 Equality Act outlines the provisions of the Public Sector Equalities Duty which requires Public Bodies **to have due regard** to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups

The broad purpose of this duty is to integrate considerations of equality into day business and keep them under review in decision making, the design of policies and the delivery of services

5.7 Consultation and Engagement

5.7.1 Not Applicable

5.8 Insight

5.8.1 Not applicable

6. BACKGROUND PAPERS

6.1 None

Admitted Body Monitoring Spreadsheet

Appendix 1

Admitted Body	No of active Employees on transfer	Start Date	Bondsman	Bond Value (£)	Bond Expiry date	Bond Tag (red)	Pension cont on time RAG	Comments
Housing 21 (2) New (employer 68)	56	06/09/2010	Barclays Bank	778K	30/09/2015	NA	G	LBOB have confirmed that no Bond renewal is required as this contracted will be re-procured with effect from 1 August 2016, procurement well underway, in the interim this could be a risk to the pension fund in terms of liabilities
Viridian Housing	11	22/04/2006	Euler Hermes UK	65K	16/08/2016	R	G	Viridian have contacted CEB to confirm a possible change of organisation structure and we requested Legal advice, the advice is to continue with the Bond valuation which we will do once the valuation assumptions have been agreed
Fremantle Trust (2)	83	28/03/2014	Royal Bank of Scotland	770K	27/03/2017		G	

Admitted Body	No of active Employees on transfer	Start Date	Bondsman	Bond Value (£)	Bond Expiry date	Bond Tag (red)	Pension cont on time RAG	Comments
Greenwich Leisure	22	31/12/2002	Zurich Insurance PLC	328K	30/09/2017		G	
Birkin Cleaning Services (St James Catholic)	6	24/10/2011	Technical & General Guarantee Company SA	13K	30/08/2015	R	G	Actuary agreed to roll forward at same level as previous year and employer currently making the arrangements to renew the Bond. The employer has confirmed that they are also finding it difficult to difficult to obtain a Bond and are concerned about having to hold so much cash as they are a small business. Await actuarial report in terms of alternatives.
Mears Group	19	10/04/2012	Euler Hermes	320K	30/09/2017		G	
NSL	31	01/05/2012	Lloyds TSB	412K	30/04/2017		G	

Admitted Body	No of active Employees on transfer	Start Date	Bondsman	Bond Value (£)	Bond Expiry date	Bond Tag (red)	Pension cont on time RAG	Comments
Blue 9 Security	2	03/08/2012	Evolution Insurance	61K	Not required		N/A	The final active member has now left the scheme, and the cessation report has been provided to Blue 9 Security, confirming a deficit payment of £16k. The £16k has now been received which finalises all monies due at cessation
Music Service (BEAT)	2	01/03/2013	N/A	24K	28/02/2016	R	G	The employer has confirmed that they are also finding it difficult to difficult to obtain a Bond and are concerned about having to hold so much cash as they are a small business. Await actuarial report in terms of alternatives.
Capita (NSCSO)	412	01/09/2013	Barclays Bank PLC	4,731K	01/09/2017		G	
Capita (DRS)	261	01/10/2013	Barclays Bank PLC	3,813K	01/10/2017		G	

Admitted Body	No of active Employees on transfer	Start Date	Bondsman	Bond Value (£)	Bond Expiry date	Bond Tag (red)	Pension cont on time RAG	Comments
OCS Group	13	31/05/2014	HSBC	102K	31/05/2017		G	
Ridgecrest Cleaning	4	03/11/2014	HCC International	14K	03/11/2017		G	
Green Sky (2)(Claremont School)	4	19/01/2015	TBC	23K		R	G	The employer has confirmed that they are also finding it difficult to difficult to obtain a Bond and are concerned about having to hold so much cash as they are a small business. Await actuarial report in terms of alternatives.
Hartwig	1	23/06/2014	N/A	N/A	N/A	NA	G	Liabilities retained by LBOB no bond required
Allied Healthcare	4	23/06/2014	N/A	N/A	N/A	NA	G	Liabilities retained by LBOB no bond required

Admitted Body	No of active Employees on transfer	Start Date	Bondsman	Bond Value (£)	Bond Expiry date	Bond Tag (red)	Pension cont on time RAG	Comments
Absolutely Catering (Queenswell School Catering Contract)	1	01/09/2015	TBC	17K	01/09/2018	R	G	Actuarial report has been provided to the provider, awaiting Admission Agreement and Bond details, last chased 23/08/2016.
Green Sky (3) (St Michaels School cleaning contract)	5	01/09/2014	TBC	16K		R	G	The employer has confirmed that they are also finding it difficult to difficult to obtain a Bond and are concerned about having to hold so much cash as they are a small business. Await actuarial report in terms of alternatives
Absolutely Catering (2) (St James' Catholic School) (previously on report as Brookwood)	8	01/01/2016	TBC	33K	01/01/2019		G	The Actuarial report has been submitted to the provider and action is being taken to secure the Bond, last chased 23/08/2016

Admitted Body	No of active Employees on transfer	Start Date	Bondsman	Bond Value (£)	Bond Expiry date	Bond Tag (red)	Pension cont on time RAG	Comments
Servest (Henrietta Barnet School)	1	01/10/2015	TBC	7K	01/10/2018	R	G	The Actuarial report has been submitted to the provider and action is being taken to secure the Bond, last chased 23/08/2016, backdated contributions have been received.
ISS (Education and Skills – LBOB Catering)	233	01/04/2016	NA	No Bond required LBOB guarantor	NA	NA	G	Final report provided and forwarded to provider, awaiting signed Admission Agreement backdated contributions have been received
Cambridge Education (Mott Macdonald) (Education and Skills LBOB non-catering)	113	01/04/2016	NA	No Bond required LBOB guarantor	NA	NA	G	Final report provided and forwarded to provider, awaiting signed Admission Agreement, backdated contributions have been received

Admitted Body	No of active Employees on transfer	Start Date	Bondsman	Bond Value (£)	Bond Expiry date	Bond Tag (red)	Pension cont on time RAG	Comments
Hestia (Domestic violence service)	1	18/04/2016	TBC	£15K	TBC	R	G	Actuarial report has been provided to the provider, awaiting Admission Agreement and Bond details, last chased 23/08/2016, backdated contributions have been received.

For information only (current activities) - Care Contract - The 3 Care Contracts detailed above (Allied Healthcare, Hartwig and Housing 21) are being re-procured and we have provided actuarial reports to confirm the employer contribution rate and the Bond requirement (Only required for replacement for Housing 21 called Enablement procurement)

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